

**AMENDMENT TO THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 1406  
OFFERED BY MR. BISHOP**

Page 3, after line 5, insert the following new paragraph (and redesignate succeeding paragraphs accordingly):

1           (3) EMPLOYMENT PROTECTIONS.—An employer  
2           may provide compensatory time under paragraph (1)  
3           to an employee only if the employer enters into an  
4           employment contract with the employee that pro-  
5           vides employment protections substantially similar to  
6           those provided to Federal, State or local employees  
7           under civil services laws, including protections from  
8           being discriminated against, disciplined, demoted, or  
9           terminated except for cause, and the right to a hear-  
10          ing before a mediation board or human resources  
11          specialist if the employee believes he or she has been  
12          wrongly discriminated against, disciplined, demoted,  
13          or terminated.

